

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF OHIO  
EASTERN DIVISION

UNITED STATES OF AMERICA,	)	CASE NO.: 1:15-CV-01046
	)	
Plaintiff,	)	
	)	JUDGE SOLOMON OLIVER, JR.
vs.	)	
	)	<b><u>NOTICE SUBMITTING CITY OF</u></b>
CITY OF CLEVELAND	)	<b><u>CLEVELAND 2023-2025 TRAINING</u></b>
	)	<b><u>PLAN AND 2023 NEEDS ASSESSMENT</u></b>
Defendant.	)	
	)	
	)	

The Monitoring Team respectfully submits the finalized City of Cleveland (“the City” or “Cleveland”) 2023-2025 Training Plan and 2023 Needs Assessment for the Cleveland Division of Police (“CDP” or “Division”). The Consent Decree requires the City to develop “a written training plan for CDP’s recruit academy, probationary field training, and in-service training to ensure that recruits, and officers are trained to effectively and lawfully carry out their duties in accordance with CDP policy, the requirements and goals of this Agreement, Ohio law, and the Constitution and laws of the United States.”<sup>1</sup> More specifically, the Decree requires the plan to detail training priorities and goals, provide a minimum number of recruit-training hours, detail at least 40 hours of in-service training, and utilize current strategies and theories that incorporate active learning, among others.<sup>2</sup> The 2023-2025 Training Plan is attached as Exhibit A.

---

<sup>1</sup> Dkt. 413-1, Ex. A ¶271; Dkt. 416.

<sup>2</sup> Id.

The 2023-2025 Training Plan primarily focuses on 2023 calendar and details the type of training, number of hours, and delivery method of training for CDP officers and recruits throughout the calendar. Broken down over three sessions, CDP sworn personnel will receive in-service training in the areas of crowd management, crisis intervention, first aid, high-stress critical thinking firearms scenario, community and problem-orientated policing, TASER, low-light firearms, firearms handling, Active Bystandership Law Enforcement officer intervention, use of force, search and seizure, bias-free policing, interactions with individuals with limited English proficiency, OVI, subject control, and health and wellness. The training is designed to be delivered through in-person scenario-based training and through electronic, on-line methods. Furthermore, the 2023-2025 Training Plan provides projected training topics for CDP's 2024 and 2025 training schedules.

The Consent Decree also requires the City and the Training Review Committee to conduct a needs assessment for the Division that considers “trends in misconduct complaints; problematic uses of force; analysis of officer safety issues; input from members at all levels of CDP; input from members of the community, including community concerns; court decisions; research reflecting the latest in law enforcement trends; individual District needs; and any changes to Ohio or federal law, and to CDP policy.”<sup>3</sup> It also requires the Training Section to track officer feedback on the training they receive and whether or not they are applying the training to their work while on duty.<sup>4</sup> The City's 2023 Needs Assessment is attached as Exhibit B.

The 2023 Needs Assessment is designed to guide the development of the City's training plans in areas where gaps between the training goals of the Division and officer performance have

---

<sup>3</sup> Id. at ¶274.

<sup>4</sup> Id.

been identified. The assessment identifies a variety of themes CDP may consider for its 2023 training based on several different sources. First, the assessment identifies possible training needs gleaned from a prior year's report by the Community Police Commission (CPC) of training curricula in the following areas: use of force/de-escalation/search and seizure, bias-free policing, district awareness training, and supervisor training. It recognizes that the results from a CPC community satisfaction survey would provide beneficial community feedback for future needs assessments, but the results were not available during the drafting of this document.

The needs assessment also details possible training opportunities identified by the Force Review Board in the area of use of force, including: close range TASER deployment, subject control, radio broadcasting, situational awareness during foot pursuits, tactical skills during traffic stops, and use of Personal Protective Equipment. Moreover, the assessment considers available CDP data on officer injuries to determine additional topics of consideration for the 2023 training year, including emergency vehicle operations, subject control and use of Personal Protective Equipment. Furthermore, the assessment notes trends related to Internal Affairs cases in order to determine other possible training subjects, in this instance it identified criminal misconduct and wearable camera system operations as possible training topics for 2023. The assessment appropriately acknowledges an opportunity for future years for the Training Section to receive and analyze quarterly updates from Internal Affairs to gain broader insights into topics which CDP should consider reinforcing through training. Finally, the assessment reviewed officer survey responses from trainings related to the following areas to identify other possible topics for the 2023 training year: scenario-based training, firearms, crisis intervention, community problem-oriented policing, use of force training, and search and seizure.

During its review process, the Monitoring Team noted that CDP's initial submissions of both the 2023-2025 Training Plan and the 2023 Needs Assessments were stronger initial products than in past years, marking an improvement by CDP in the development of these essential documents over time. The final submissions provided herein to the Court reflect strong leadership and openness to collaboration by the current Bureau of Support Services Commander. As has been the regular procedure throughout this process, the Monitoring Team and the Department of Justice provided substantive feedback to the Training Section on the various drafts of these documents, which was well-received, considered, and integrated where appropriate into the final versions.

The task of the Monitoring Team is to duly consider whether the City's 2023-2025 Training Plan and the 2023 Needs Assessment meet the terms of the Consent Decree. The Monitoring Team finds they meet the requirements of the Consent Decree. Accordingly, the Monitoring Team requests that the Court approve both the 2023-2025 Training Plan and the 2023 Needs Assessment.

Respectfully submitted,

/s/ Ayesha Bell Hardaway

Ayesha Bell Hardaway  
Interim Monitor  
Email: ayesha.hardaway@case.edu

**CERTIFICATE OF SERVICE**

I hereby certify that on March 6, 2023, I served the foregoing document entitled Notice Submitting City of Cleveland 2023-2025 Training Plan and 2023 Needs Assessment via the court's ECF system to all counsel of record.

/s/ Ayesha Bell Hardaway  
AYESHA BELL HARDAWAY